Diversity Council Meeting Minutes  
February 14, 2018 | 9:00-11:00  
Newcomb Hall, Commonwealth Room


Guests: Vanessa Braganza, Kristina Dobrovic, Archie Holmes, Steve Laymon, Sophie Liao, Susan Lynch, Mimi Riley

I. Introductions

II. Current Deans Working Group Initiatives Survey  
Margaret Riley, Professor, School of Law

a. The University is putting together a Climate Survey to distribute to the entire University community. The goals of the climate survey are to understand views of inclusion and belonging, and whether all members of community feel secure and have what they need to thrive at this institution.

i. This is a joint initiative of the Provost, IAS, Deans Working Group, and Office for Equal Opportunity and Civil Rights. The Deans Working Group was created after the events of August 11-12 in order to evaluate the University’s responses to those events. This group uses data and forward thinking to define what our institution is and what it can be.

ii. The survey will be offered to the entire University community. There will be a scientific targeted group, and the survey will also be offered to everyone. The survey will include people from the Medical Center and UVA at Wise.

iii. Students are regularly surveyed through SERU but University staff have not been surveyed since 2011. This year’s SERU is live this week. Students who do SERU will not be asked the same questions on the climate survey. There will be about four versions of the climate survey—one for faculty, staff, students who did SERU, and students who didn’t do SERU.

iv. The survey follows the basic model of SERU but with additional questions about climate and issues of security and safety. SERU gave permission to use their model for free. The Center for Survey Research will produce a preliminary report so that there is no bias. The creators of the survey also reviewed recent climate surveys by other similar institutions and discussed how those questions could translate to UVA.

v. It currently takes about 25-30 minutes to complete the survey.

vi. African American students and women usually rank climate lower than other students. The survey will help University see how different demographics respond.

vii. The survey needs to be sent out by first week of April.
viii. Recommendations to improve the confidential draft of the survey should be sent to Archie Holmes.

b. Time, Place, Manner Amendments to PRM-017 (Use of University Facilities and Limits on Direct Solicitation and Advertising)
   i. This upcoming change is designed to enhance, not hinder, free speech. The focus of the changes are on non-UVA-affiliated people (who are not sponsored by UVA—this doesn’t affect planned University events). There will not be much or any change for affiliated people such as students, faculty, and staff. Affiliated people does not include alumni, as alumni have never been affiliated persons under definitions of PRM-017.
   ii. Unaffiliated people who want to distribute literature or do public speaking on outdoor university property must do so in designated areas and must reserve the space in advance. They must make reservations at least 7 days in advance, and no more than 30, by contacting the Office of the Dean of Students Event Planning.
      1. Reservations will be given on space available basis with priority to affiliated people. Reservations are for 2 hour blocks with a maximum of one 2 hour block per speaker/group per week.
   iii. This is a joint effort of the Deans Working Group, Law School, University Council’s Office, Board of Visitors, and President’s Office.
   iv. The Lawn has been changed to a facility and thus is subject to Time, Place, and Manner restrictions. Unaffiliated persons must be sponsored by a student group/organization or a university department to use facilities. Access is not granted based on content or approach.
   v. The current place proposed to be the designated free speech area is in front of the old medical school, across from corner and near the planned Memorial for Enslaved Laborers. There is pushback for this specific space. The space is problematic due to its proximity to the corner and the upcoming memorial. However, the space has to be a public enough place where courts won’t say we are limiting free speech.
   vi. The timeline is fluid but there is urgency to have this done before spring protest season.
   vii. Feedback can be sent directly to the Deans Working Group email: deansworkinggroup@virginia.edu

III. Snap Shot of Diversity Activities at School of Continuing and Professional Studies

   Steve Laymon, Interim Dean, SCPS; Susan Lynch, Strategic Project Manager, SCPS

   a. Demographic percentages are close to UVA’s percentages, but SCPS would like to improve diversity.
   b. Overview of SCPS student diversity: of 980 students, 65% are women and 35% are men. Students are mostly working adults and many take classes online, so this is not a typical student population.
   c. Overview of SCPS faculty diversity: of 232 faculty, 33% are women and 67% are men. Many classes are taught by wage faculty. Salary faculty tend to be more diverse.
   d. Overview of SCPS staff diversity: of 53 staff, 62% are women and 38% are men.
e. SCPS put together a diversity plan. Work on the plan began in January 2016 with a working group. Implementation of the plan began Fall 2017 and is continuing.
   i. Diversity plan sections are Students, Faculty and Staff, Curriculum, New Programs, and Climate and Inclusion. There is an action plan for each group.
   f. There was a diversity climate survey last year for faculty and staff to see how close the community was to reaching the ideal.
      i. There were reports of experiences of exclusion/discrimination based on age, gender, ethnic background, and educational level attainment. The staff feels pushed aside based on increased input from general academic faculty, and SCPS needs to think about how this might unintentionally marginalize people.
      ii. The end of the survey listed SCPS and UVA resources for survey respondents to use.

IV. We Are Here Diversity Project update
Vanessa Braganza, Digital Archivist for Lisa Goff’s Take Back the Archive Project
   a. The Diversity Festival will take place April 14, 10am-3pm at IX Art Park.
      i. The event will hopefully use the arts as a way to reshape discourse and create an atmosphere in which people will want to channel their energy into action and positively affect people’s lives.
      ii. The keynote speaker will be Khizr Khan.
      iii. There will be a free health clinic (Latino Health Initiative), a community mural assembled at the event with collaboration between a local artist and high school students, and Google Earth virtual reality goggles.
      iv. Arts events will include a Zumbathon, multilingual poetry readings, an ethnic dance and variety performance, and a Tae Kwon Do performance by UVA’s Tae Kwon Do team.
      v. Participating nonprofits include The Women’s Initiative, The Adult Learning Center, The Charlottesville Festival of Cultures, Sin Barreras, International Rescue Committee, UVA Women in Math and Science, and Side by Side Peer Mentoring. These nonprofits will give flash talks and have tables at the event.
      vi. Co-sponsors of the event include UVA (funding from several departments), the City of Charlottesville (without financial obligation), and Tom Tom Founders Festival (whose dates overlap with this event).
      vii. Vanessa hopes to advertise widely for the event by displaying posters and talking about the event on the radio, news stations, etc.
      viii. Still needed: volunteers for the day of the festival, ideas for publicity and poster placement, and 2 or 3 more people for a planning committee for the future. Email Vanessa at vmb4ah@virginia.edu

V. Announcements
   a. March 3, Liberation and Freedom Day. This event celebrates the 14,000 men, women, and children freed from slavery in Charlottesville and Albemarle County on March 3, 1865. The event will begin in the Rotunda Dome Room at 9 a.m. and will continue with a march to the Jefferson School at 10 a.m.
   b. March 8, Diversity Council meeting: Facilitated Session by Frank Dukes for strategic planning.
Diversity Council Visioning Session
March 8, 2018
Newcomb Hall Commonwealth Room
9:00 a.m. – 11:00 a.m.

Meeting Minutes

Present: Cecil Banks, Maria Chee, Frank Dukes (facilitator), Kathryn Duvall, Tabitha Enoch, Melissa Frederick, Vicki Gist, Jennifer Harmon, Keisha John, Jack King, Rebecca Leonard, Marcus Martin, Jaronda Miller-Bryant, Phylissa Mitchell, Kristin Morgan, Tobiyah Morris, Gary Nimax, Diane Ober, Zakiah Pierre, Gail Prince-Davis, Faran Saeed, Rachel Spraker, Lindy Steiner, Adettra Thomas, Maurice Walker, Derick Williams

I. Gathering

II. Goals of this session
   a. The goal of this meeting is to envision the future of the Diversity Council (DC) and brainstorm how this council can be more proactive.

III. Introductions
   a. Each attendee stated their hopes for today’s session. Those hopes fell under a few different themes:
      i. Purpose of the DC
         1. Get a sense of what the purpose of DC is, the ultimate mission, and how to accomplish that mission. UVA has a clear mission around diversity, equity, and inclusion. Want DC to have a clear voice in that mission.
         2. Discuss our role not only at UVA but in the Charlottesville community.
         3. Learn how to help through DC work and how to use the resources of the council.
      ii. DC Initiatives
         1. Work with school leaderships to include curriculum courses and seminars that talk about human diversity and why we have diversity—to understand shared humanity. Ideation can transform how we interact, so this should involve students, faculty/staff, and administrators.
         2. Push the university forward. How can we have actionable things that result in change in the culture here? How can we have an impact on retaining diverse faculty? Making an impact so people realize the culture is changing.
         3. How do we reach everyone to make sure they feel included?
         4. Advocate for a staff person dedicated to faculty and staff diversity training.
         5. Pass down diversity to program level and staff level.
         6. Include medical center and facilities staff in initiatives.
      iii. DC Operations
         1. Make sure the DC has a unified structure we all understand.
         2. Discuss how we can become a collaborative unit.
3. Learn what everyone wants from DC meetings.
4. Have new UVA president to a DC meeting.
5. Think of DC as community of practice that studies itself and its actions. DC as a place for sharing ideas, getting input from council, and coordinating all diversity efforts in one place.
6. Position DC well going forward, especially with the new president coming in.
7. Define diversity in broad manner, including different types of diversity.
8. Keep communicating with the new president.
9. Lean on experts in the field.
10. Increase knowledge and expertise. Have more training, and have experts teach us so that we can be experts in our roles.
11. Do things in proactive way.
12. Have one unified voice.
13. Consult at the presidential level so we can carry out work more effectively.

IV. Experience of Diversity Council to date: what has been most valuable and what have you wanted to do more of?

a. Most valuable experiences:
   i. Having a space to see people doing this work.
   ii. Just showing up.
   iii. Consistency of meetings.
   iv. Actionable items followed through from 2009 strategic plan.
   v. Good space to give ideas and get feedback.
   vi. Opportunity to be engaged in change early on and be able to influence decisions.
   vii. Come in contact with groups from across entire university.
   viii. Hearing from student members of council and faculty/staff senate members.
   ix. DC reaching out to facilities staff and other groups not always included.

b. Do more of:
   i. Document accomplishments.
   ii. More connection to Charlottesville community outside UVA.
   iii. Clarity on whether this group is action orientated or just for idea sharing and an opportunity to listen and meet with other representatives. This is a critical issue moving forward.
   iv. We want to be action oriented but time is limited.
   v. Create understanding of what this commitment is when someone joins DC, giving clarity for each person’s commitment. Have expectations for DC membership—then you can decide to join or not, or someone else in your office could join instead.
   vi. Gain clarity on responsibility of a DC member as a representative back to their department or group in terms of communicating what DC does.
   vii. Solicit collaboration from across grounds.
   viii. Determine the role of DC and the role of Dr. Martin and his replacement.
   ix. Be a bridge and become voice of authority.
x. We want to be looked to as group that gives recommendations when things happen. Instead of making a new committee, look to this group that was created to advise on diversity.

xi. Develop understanding of issues that need UVA voices and craft a message to send to the president in these situations.

xii. Maybe some members can be on a response team–not the whole group but some people who could take action if needed. Why could DC not be looked at to respond after August 11/12 instead of making a new group (Deans Working Group)? No one from DC is on Deans Working Group. People on DC could get work done, instead of having the new group not push forward change.

xiii. Create advisory group from DC members for new president. However, when creating advisory groups we divide into different spaces so that may be a concern.

xiv. How can we empower the DC so we know that whatever is said here is done and reported to higher authorities? Rather than splintering off people from this group, how can we work with what we have?

V. Review of 2009-10 Diversity Council Strategic Planning

VI. Envisioning the role of Diversity Council: what would it take for us to have the influence we need to have?

a. Part One: Post August 11/12 Needs and Opportunities
   i. We must talk about how this isn’t the first time this has happened.
   ii. Value the work of committees, and prioritize people with central fund.
   iii. Stop having programs, speakers, and panels preaching to the same choir. Educate people about systemic problems that exist in our community and world so that they’ll want change. Communicate this message to different people.
   iv. Hold faculty/staff workshops and training, and classes/curriculum that students have to take.
   v. Events didn’t have actionable impact. How do you make those things impactful? If there’s a mission and people are being paid for this work?
   vi. Challenge ourselves to be an inclusive space. Also, define “inclusion.” We don’t have a common training so people may have different ideas.
   vii. White supremacy needs to be addressed and made known to other people so people knows it’s there.
   viii. Provide leadership.
   ix. Make overarching framework for getting things done. Provide ideas and leadership, and then delegate to carry out actions instead of everyone working separately.

b. Part Two: Impactful Actions
   i. Expand role and influence of DC.
   ii. Define mission.
   iii. Learn how to be more inclusive.
   iv. Fund time on DC in order to show value of DC and each member’s time.
v. Funded position for training/skills/education for diversity.
vi. Meet with president and make recommendations once per semester.
c. Part Three: Prioritizing
   i. Everyone put dots next to the action items on the poster that they felt were most important.
   ii. DC wants to expand role, update mission, and have the president’s ear.

VII. Moving forward: what next steps need to be taken to meet these priorities?
   a. Think about what we can do in terms of actionable steps. Don’t forget about this until the next meeting. Follow up is important. We will discuss more at the next meeting and further define and provide structure to action ideas.
   b. Address August 11/12 more.
   c. Make DC more known to the university community.
   d. Bring up questions.
   e. Continue and broaden work already done. There are more personal and professional steps to take.
   f. Maintain energy.

VIII. Closing
   a. At the next meeting in April, two people are scheduled to present. If possible they will be moved to May in order to continue discussing all the ideas and questions raised today.
Diversity Council Meeting  
April 12, 2018  
Newcomb Hall Commonwealth Room

**Present:** Frank Dukes, Leah Beard, Tobiyah Morris, Carolyn Dillard, Susan Kools, Adettra Thomas, Gary Nimax, Kristin Morgan, Lindy Steiner, Kathryn Duvall, Jessica Livingston, Michelle Strickland, Gail Prince-Davis, Maurice Walker, Faran Saeed, Marcus Martin, Maria Chee, Shally Baloch, Vicki Gist, Tabitha Enoch, Nicole Thompson, Willie Williams, Sheri Winston, Jaronda Miller-Bryant

**Guests:** Zakira Beasley, Frank Dukes

Festival of cultures 15 years, 8,000 people last year. All Volunteer Charlottesville community event.  

**Response team working group discussion:** Sheri Winston, Jaronda Miller-Bryant, Jessica Livingston, Marcus Martin, Willie Williams, Faran Saeed, Gary Nimax
1. Apprise President Ryan about the Diversity Council prior to inviting him to a meeting.
   - Find out how he views this group/expectations
   - Inform him of how we want to be utilized
2. Invite president elect Ryan to the August or September DC meeting.
3. Create a form or document about the Diversity Council
4. Add photos and short bio’s on website of council members
5. Raise awareness of the DC through programming, reaching out, invited lectures
6. Suggestion to create bylaws. When bylaws idea was introduced to the full council, some felt that bylaws are too restrictive. A new suggestion was to create guidelines.
7. Structure so that we can be an effective advisory board/create true impact
8. Social network opportunity
Meeting Minutes

I. Introductions
   a. Present: Cecil Banks, Mary Brackett, Maria Chee, Kate Duvall, Tabitha Enoch, Vicki Gist, Jack King, Rebecca Leonard, Jessica Livingston, Marcus Martin, Jaronda Miller-Bryant, Kristin Morgan, Tobiyah Morris, Gail Prince-Davis, Faran Saeed, Rachel Spraker, Lindy Steiner, Michelle Strickland, Adettra Thomas, Nic Thompson, Maurice Walker, Willie Williams
   b. Guest: Frank Dukes

II. Advisory Committee on the Future of the Historic Landscape (Marcus Martin, MD)
   a. There will be a marker or historic monument signifying the Black Bus Stop.
      i. DC has an opportunity to provide feedback for the marker.
   b. There may also be a historic marker for the four women who applied to UVA in 1969.
   c. It is positive that President Sullivan is asking for the Diversity Council’s input.

III. Follow up: Diversity Council Visioning Sessions March 8 and April 12, 2018
   a. The council discussed how we are addressing systemic change.
      i. There was some consensus that before we discuss systemic change we need to address and confirm the role and structure of the DC.
      ii. We do not want to lose focus on the education/training, which Dr. Martin see as a top priority because this would affect systemic change.
   b. The council discussed the idea of the response team.
      i. Dr. Martin suggested that the response team not be housed in the ODE but as a working group of the council since it has broader membership with different perspectives.
      ii. The group agreed that it might not be the place of the DC to act as ‘firefighters’ and provide immediate action or messaging after an incident. Instead, the response team could provide guidance to those who are shaping the messages to the University community.
      iii. The response team could hold listening sessions after incidents occur in order to gather feedback and help the community process the event.
      iv. The response team could study incidents (such as Kessler at the law school) as case studies and develop best practices or recommendations for what the University could do in similar situations. We can ask President Ryan what he’d like to see from a group like this.
      1. Students are used to instant information, but UVA doesn’t provide instant information in these types of situations. Students complained that they didn’t know about the incident until later on and weren’t told right away. We can learn from this and reflect that in the recommendations.
      v. The ODE has created a resources document (see “Enhancing the UVA Environment, Culture, and Respect: Resources in Place” on the Resources page of ODE’s website).
   c. The council discussed the structure of DC and how it may need to change going forward.
      i. If the council is going to be more active, then the structure needs to be adjusted. Given the size of DC, it’s hard to be action oriented.
ii. Questions to address: What systemic and long-term goals do we want to accomplish? What type of working groups should be formed?
   1. There could be a committee focused on systemic change and on education and training.

iii. Refine the process of how representatives are selected and define the necessary qualifications. Having deans designate representatives may not result in getting people who are interested and invested.

iv. Make sure new and current members understand that being a part of the council is a time commitment.
   1. Should we consider funding part of the representatives’ time if we are asking them to be more active on the council? If so, where does the funding come from?
   2. When joining DC it could be required to join a sub group.

v. The council could meet less frequently to allow working/sub groups to meet more frequently.

vi. Currently the DC has subcommittees for LGBT and disability advocacy. Another group could be created to look at race on Grounds.

d. The DC broke up into four groups to discuss how to move forward with key action items by turning ideas into concrete steps. The groups focused on the following: organization and structure of DC, response team, education and training, and a race subcommittee.

i. Organization and structure of DC: Marcus Martin, Rachel Spraker, Willie Williams, Gail Prince-Davis (scribe)
   1. Formalize the request for council members. Outline the commitment including the term and responsibilities (job integration, performance evaluation, working groups, etc.).
   2. Formalize the invitation to council members outlining the commitment as described above.
   3. There could potentially be an orientation for new members.

ii. Response team: Kate Duvall, Jessica Livingston, Tobiyah Morris, Maurice Walker, Lindy Steiner (scribe)
   1. Determine who would be on the response team.
   2. Determine the term for serving on the response team.
   3. Have a response team meeting outside of DC to discuss responses to potential incidents and coordinate with education group on how to respond.
   4. Determine how often the team needs to meet and how they will meet (in person, by phone, etc.). Initially, meetings should be in person.
   5. Have a student representative at meetings to proactively involve students and have a continuous source of student input.
   6. Determine the structure of the response team.
      A. Research structure of the University’s weather response team to see how this team could be structured.
      B. Look at peer institutions for additional ideas.
      C. This summer, debrief on the law school incident and use our potential response to build structure of response team.
   7. The three main elements of the response team would be:
      A. Learn from incidents and discuss best practices for responses to future incidents.
      B. Provide resources (add to existing resources document).
C. Respond (along with education group) to help after incidents and host events while following best practices.

8. Think about what added value the DC response team would have.
   A. We could analyze responses and develop best practices.
   B. Offer support to parts of UVA that are affected by incidents.
   C. Be proactive (not just responding to events but having things in place beforehand).
   D. Focus on our niche of diversity, equity, and inclusion while offering support and guidance.

9. Have clear idea of how the response team will work before presenting the idea and talking to students, faculty, and staff about it.

iii. Education and training: Maria Chee, Faran Saeed, Nic Thompson, Kristin Morgan (scribe)

   1. Discussed Hoos Brave which is the team including Tabitha Enoch, Faran Saeed, John Alexander, and others who offer Multicultural Fluency and other trainings around Grounds. Hoos Brave now has a website. Consider how to scale this up and add more capacity to meet increased demand for trainings. Note: the trainers are unpaid for this work and do this in addition to their job duties. How could trainers be compensated?

   2. Discussed role of Center for Leadership Excellence in coordinating trainings such as Multicultural Fluency.

   3. Consensus of the group was that Education and Training should be a working group of Diversity Council.

   4. Talked about developing knowledge and skills of DC members with trainings 1x/semester.

   5. Between now and August, the group could outline a strategy to advocate for the education director/coordinator position that was recommended by Hoos In.

   6. DC members could have a common reading experience each year similar to Curry’s common read.

   7. The group recommends identifying which competencies and learning outcomes we want and then assessing those. Faran Saeed from Madison House will share the student learning outcomes model he uses as an example.

   8. Discussed communication from DC to the deans to encourage more use of diversity and inclusion training for faculty and staff. While advocating for a full-time D&I education position these communications to the deans would serve as a way to develop more buy-in. The deans could draw upon the resource list linked on ODE’s website.

   9. In addition, Rachel Spraker suggested using a model similar to LAM with new DC members—providing orientation and opportunities to connect as a cohort.

iv. Race subcommittee: Tabitha Enoch, Vicki Gist, Jack King, Adettra Thomas, and Michelle Strickland (scribe)

   1. The suggestion for a subcommittee to focus on race stemmed from the idea that if the other subcommittees are working on policy related to LGBT and disability concerns, then there may not be anyone in DC working on policy regarding race.

   2. The composition of the committee could be similar to the DAAC and the LGBT Committee, with members who either identify with the group, have expertise, or want to provide support. This would help create a group with a vested interest in advocating for a more inclusive climate.
3. The committee could research to see what the current concerns are on Grounds and how we can address them.

4. To avoid duplicating efforts, representatives of existing committees studying the University’s racial climate (such as the President’s Commission on Slavery and the University) should be part of the conversation.

5. Steps to take if/when the committee is formed: identify desired outcomes, research what is already in place, and identify community issues. (Repeated student concerns are admissions and percentage of minorities, how race is addressed in the curriculum, support services, faculty and staff representation, and lack of a required course on race.)

6. Action items to do before the August 16 meeting:
   A. Continue the conversation to decide if we should move forward with this committee.
   B. Meet with Dr. Martin to get his approval and discuss how to get support from the administration/president.
   C. Research how the other subcommittees were formed.

IV. Announcements
   a. President Ryan will attend the August DC meeting.
   b. The Diversity Council 2018 Strategic Planning document was available for members to take and review.
Diversity Council Meeting
August 30, 2018, 2:00-4:00 PM
Newcomb Hall Commonwealth Room


Guests: President Jim Ryan, Huda Aden, Marla Muntner

I. Introductions & Welcome – Marcus Martin
   a. Dr. Marcus Martin introduces President Jim Ryan, and reviews the meeting’s objectives.
   b. Introductions of all attending meeting
   c. Discussed history of Diversity Council
   d. Strategic planning meeting in April 2017
      i. The council was previously information-sharing and support. Restructuring as an action-oriented council.
         1. Created charter that covers invitation for new membership
      ii. DC members were not invited to serve on the Dean’s working group that addressed August 11-12, 2017.
      iii. Diversity & inclusion education
         1. There’s no umbrella group that handles this
      iv. Race on grounds committee
         1. Would be a sub-committee like LGBT & DAAC

II. Crisis Response Team update– Maurice Walker
   a. Had a meeting with the UVA weather team to determine how they are structured.
   b. There is a need for representation from multiple units to include students within the team.
   c. There should be a staff member of ODE permanently assigned to the task force
   d. Looked at peer institutions
      i. Want to collaborate with bias assessment team and office of dean of students
      ii. Questions were raised about confidentiality
      iii. Vicki Gist – voiced that there were some concerns from General Counsel about the bias assessment team. It is not clear if the team is still active.
   e. Tobiyah Morris – the response team will coordinate resources, reach out to students/groups and let them know where resources are
f. Kate Duvall – The group could create a document of best practices as a guideline for faculty and staff to follow to address issues with students about things that have happened

III. University Communications

a. Messages sent out after Aug 11-12, 2017 were conflicting
b. Absence of information in the aftermath during a crisis is problematic. It would be great to be able to get information out more quickly
c. The new Assistant VP for safety and security position will address this issue.

1. If an incident on grounds happens, you could contact that unit, who would then share best practices or be able to come talk to them
2. Communications – for anniversary of Aug 11/12, communications point people were at all the schools, so that if something happened, they would be told asap if something was going to come from the president’s office. Often when things happen, you’re waiting to see if something will be said, and you don’t want to say something ahead of the president. In the future, they’ll let people know if they are going to say something – it may take a bit longer to actually craft the message
3. Diversity & equity in 2 categories:
   a. Recruitment & retention w/students, faculty, staff – work can be done
   b. Making the most of the diversity that exists here – not a problem to solve, but a strength to be tapped
      i. Need to create intentional programming, so students & faculty will feel welcome & not self-segregate
      ii. Set up opportunities for interaction, discussion, and resolving misunderstandings – he did this as the Dean of Harvard Education with “Fulfilling the Promise of Diversity”

d. Discussion about communication on Aug 11-12, 2017
   i. DC team would like to be involved in responding to incidents that happen on Grounds ex: when things are written on Beta Bridge
   ii. Staff members are not always informed when incidents happen on Grounds. The entire UVA community should be informed so we can be responsive.
   iii. Michelle Packer – we do have UVA Alerts – has it been reevaluated?
      1. Students have informal networks of communication, like social media. They often find out things before faculty/staff.
         a. Create ways that students can be empowered and share information.
2. Pres. Ryan – The standard for UVA Alerts is when there is an element of harm. Perhaps it is not applied consistently.

3. Rachel Spraker – Crucial question: How do we classify “harm?” Psychological harm is just as important as physical harm. What are every day, non-physical events that are causing harm?

IV. Education and Training Task Force – Kristin Morgan
   a. Faran – 3 stages of competencies: Foundational, Intermediate, and Advanced
      i. Reading materials to develop competencies
      ii. Train the trainers session
      iii. Leah Beard – Need a centralized location for diversity training. A person was hired to Center for Leadership Excellence – could be potential place.
   b. How do we evaluate the efforts on diversity?
      i. Tabitha Enoch – can’t just be compliance based; needs to be discussion based. What are the ways we bring bias & how does it impact the space we’re in?
      ii. Rachel Spraker – climate surveys will be beneficial in the long run.
   c. Faculty development
      i. Jennie Knight – This summer, had a faculty session on history of race and the faculty had to implement it in their classes
      ii. Rebecca Leonard – we should utilize the research faculty that we have here at the university. Many of them are great researchers in this area.

V. Dr. Martin’s Retirement
   a. They hope for a search to begin in September. Some members from the DC will be on the search committee.
   b. What should this position look like going forward? This group will be instrumental in deciding that.
      i. Do you take a University wide approach to diversity or implement best practices and allow individual committees
      ii. Committees need to be small but effective

VI. Institutional Equity Initiative
   a. John Gates & Susan Kools – Invited Shaun King after Aug 11 – he asked where does white supremacy in education begin and where does it get disrupted. We need to make sure as educators that we don’t teach those ideas.
   b. The Race & Equity Institute seeks to train 100 people (including faculty and student leaders among others) over 8 week periods across the university. There would be fall and spring sessions and groups of 20 people would meet for 90 minutes per week to discuss policy, practice, climate, and culture among other things.
      i. 4 groups of 5 will work on institutional change projects – hope they will be funded
      ii. Groups/cohorts
         1. Nursing, engineering, deans for diversity & inclusion
         2. Campus security – UVA and Charlottesville police
3. Student experience practitioners and leaders
4. Members of president and provost cabinet
5. Faculty
c. Susan – if this is successful, they will try to institutionalize this
d. Kristin will meet to consider how to move forward with this.

VII. Race on Grounds Task Force
a. DC members should review the Summer Task Force Reports Read and send any
   notes to Gail before the next meeting.

VIII. DC Charter
a. Look at it, read, and send feedback to Gail before next meeting

IX. Upcoming Events
a. Registration is out for the Law School’s September 28th event. James Foreman
   will be at the Paramount talking about critical race theory
b. Registration is out for September 29th event, Emancipation in History and
   Memory. (see: rotunda.virginia.edu/emancipation).
c. John Gates – Seek to bring BlackKlansman to campus. Want to invite Spike Lee
d. White People, 1691: The Invention of White People – September 17th at the
   library
e. First Community MLK Celebration planning meeting in September
f. The first meeting of the President’s Commission on the University in the Age of
   Segregation will take place in mid-September
Diversity Council Meeting Minutes
September 20, 2018, 9:00-11:00 AM
Newcomb Hall South Meeting Room

Present: Maria Chee, Kate Duvall, Tabitha Enoch, Meghan Faulkner, Melissa Frederick, Vicki Gist, Wendy Huber, Jason Jones, Cindy Kiefer, Jack King, Susan Kools, Marcus Martin, Joy Mitchell, Phylissa Mitchell, Kristin Morgan, Marla Muntner, Gary Nimax, Rachel Spraker, Nic Thompson, Jennifer Uber, Maurice Walker, Sarah Williams, and Sheri Winston

Guests: Alex Cintron, Gloria Graham, Sarah Pape, Tommye Sutton

I. Introductions – Marcus Martin

II. Alex Cintron, Student Council President, and Sarah Pape, Chair of Diversity Engagement

A. Alex Cintron: Goals of the Student Council:
   i. Work with university administration to pursue policies that improve student life including menstrual hygiene products in restrooms and a food pantry for students.
   ii. Create ways to institutionalize student input on faculty search committees and on course offerings. For example, UVA now offers a minor in Latinx Studies but some students are having difficulty completing the requirements because too few courses are being offered. The student council feels that there needs to be more diverse class offerings and faculty. The way to achieve this is placing students on search committees.
   iii. Address systemic issues for students of color. Cintron has regular meetings with student leaders from groups such as BSA and the Minority Rights Coalition to address the lack of student diversity at various tables around the university. The Student Council would also like a larger student activities building as a venue of various performances. Currently, it is difficult for some student groups to locate adequate performance spaces on Grounds. They currently have to rent auditoriums at local high schools, which is costly.

B. Recommendations from the council included meeting with Dean Baucom about diversity in classes being offered and contacting Provost Katsoleous and Archie Holmes about student representation on hiring committees. Cintron has previously met with Archie Holmes about the process of search committees and diversity. Rachel Spraker also invited the students to meet with her and others in the EOCR to review hiring processes.

C. Sarah Pape mentioned that Disability Acceptance Week will be the first week of November. The focus this year will be on hidden disabilities as well. Activities will include a panel and a campus closet that will have professional clothing for low income, transgender, etc. students. A suggestion to reach out to the Disability Studies Initiative was made. The LGBT committee and Darden Outreach offered to help with campus closet. Next semester, the Day of Silence will occur in April and an Intersectionality Week is currently in the works.
III. Community MLK Celebration Planning – Meghan Faulkner
   A. Community MLK Celebration Highlights
      i. The event is scheduled for January 20, - January 31 or February 1, 2019. The keynote is scheduled January 29 by Dr. Bernice King at the Paramount Theater at 6:30 pm. The tickets will be released on December 1, 2018. The MLK Planning Committee is still looking for a theme and the DC can suggest ideas for themes and programs by emailing Meghan Faulkner (mes3xg@virginia.edu).
   B. The committee wants to create more student programming. There are 5 undergraduates on the planning committee this year.
   C. Council members suggested considering the co-founders of Black Lives Matter (Alicia Garza was scheduled as the keynote speaker 3 years ago) and DeRay Mckesson (an activist who lives in Ferguson).

IV. Response Team
   A. Goals
      i. The Response Team is interested in becoming a resource to convey information in a timely manner. It is not only interested in emergencies/crises, but also everyday harmful occurrences. The Response Team will meet before the next DC meeting to set up a platform.
   B. Input from Members
      i. Members advised The Response Team to be careful not to clash with the work done by the Dean’s Office and EOCR. Rather, The Response Team should figure out where the gaps are in the lines of communication between the different departments, councils, and committees that are in place to deal with diversity issues and work to fill those gaps.
      ii. People at UVA seem interested in an Incident Resolution Message which would provide closure to the community after incidents. It will hopefully be an amendment to Safety and Security’s Emergency Notification System.
      iii. Gloria Graham offered to meet with The Response Team.

V. Gloria Graham, Associate Vice President of Safety and Security
   A. Graham provided an overview of the security plans on August 11-12, 2018 which included de-escalation training for officers. Safety and Security were aware that many felt over-policed, but the security measures were based on credible threats. There were two events that occurred on campus that weekend – one by the president’s office and one including students. No one was hurt during these events.
VI. **Tommye Sutton, Assistant Vice President and Chief of Police**
   A. When asked what could have been done differently, Sutton explained that it might have been good to communicate the amount of police presence to the public and explain that there were reasons for it.
   B. Programs
      i. The department is working with the Student Council to make a Student Advisory Council. Many students have expressed a desire for a town hall, but this may not be the most effective way to address these concerns. The department wants to participate in constructive dialogue, so perhaps attending Student Council, Student Advisory Council, and Black President’s Council meetings might be better options. The department will be hosting outdoor roll calls in October on Grounds – these will be open to the public so people can ask questions. Sutton wants to develop relationships with the community and wants members of the community to know officers by name.
      ii. The department will develop a new hiring process which will require applicants to have a bachelor’s degree. There will be 2 spaces on the interview panel for members of the student council and student minority groups. Hires will target those who specifically want to be police officers at a university setting.
      iii. There are currently 67 officers on the UPD. The UPD website will be update to include gender and racial data: 19% of the department are females, with only one female in a supervisory role. There is also interest in posting breakdowns of traffic stops with the reason and race/gender of person, and if they did or did not get a ticket. De-escalation training and other trainings to help overcome biases will be offered.

VII. **Education and Training – Maria Chee**
   A. The task force is finalizing a list of diversity competencies outcomes based on three levels: individual, school/program/unit, and institutional levels. They plan to share a draft with the whole DC for comments. The task force shall defer to the DC members to decide whether they want Dr. Martin to submit/propose the final draft to President Ryan before Dr. Martin’s retirement, or leave it to the new VPCODE to propose it.
   B. The task force also wants to enhance DC members’ knowledge of diversity through “train the trainers” sessions with readings among voluntary small reading groups of DC members to learn more at the individual level. The Task Force has started a list, and will share a Google Doc for all DC members to enter recommended readings. DC members then can agree on common readings for all small reading groups to read and discuss so that there is some common frame of reference. The goal is to have a reading list toward a broad understanding or concept of diversity in higher education, so that diversity covers a broad spectrum including race/ethnicity, age, sexual orientation, socioeconomic backgrounds, religious belief, geographic differences and the like. Readings of shorter length are suggested given everyone’s busy work schedule.
C. The task force also advocates for a new hire/position in the office of VPCODE to spearhead/implement diversity and inclusion education and training at the individual level across the university, in coordination with the various schools and units to avoid duplication of effort.

VIII. DC Charter
A. The Diversity Council Charter will be sent out to members for a vote. After the charter is approved, information will be sent to Deans indicating that a person is serving. At the end of the year, Deans will be asked to appoint a representative for a two-year period.

IX. Announcements
A. VPCODE search – Catherine Lindqvist will attend October meeting. She hopes to have the search committee together by then. She has a draft of the position description, and invitations to serve on the search committee went out at the end of September.
B. Emancipation in History and Memory – Announcements about the event on September 29th and the documents in the library on October 1-22.
C. October 17th Events
   i. Food Sovereignty Symposium
   ii. Invention of whiteness – University Library
   iii. International pronouns day – hosted by EOCR. Will hand out pronoun buttons and screening of Free Cece.
D. October 18th - Black queer film group will be screening a movie.
E. October 20th – Working on event to get elderly to library during inauguration weekend.
Diversity Council Meeting Minutes
October 11, 2018 9:00-11:00
Newcomb Hall 481

Present: Cecil Banks, Maria Chee, Jasmine Crenshaw, Peggy Dame, Kate Duvall, Tabitha Enoch, Melissa Frederick, Vicki Gist, Susan Kools, Rebecca Leonard, Jessica Livingston, Marcus Martin, Jaronda Miller-Bryant, Joy Mitchell, Phylissa Mitchell, Tobiyah Morris, Gary Nimax, Michelle Packer, Zakiah Pierre, Faran Saeed, Jennifer Uber, Maurice Walker, and Sarah Williams
Guests: Mark Dunn, Lisa Ann Harris, Kevin Warshaw

I. Introductions – Marcus Martin

II. Kevin Warshaw – Chair of University of Virginia Judiciary Committee (UJC)
   A. The University of Virginia Judiciary Committee (UJC) deals with violations of the University’s Standards of Conduct. Accused students face a trial regarding situations that may be unlawful and/or result in arrest, such as drug use, physical assault, underage drinking, public intoxication, etc. The UJC sees an average of 75 cases a year.
   B. In the past, the UJC has been a passive committee with regards to community engagement, but the organization wants to become more responsive. Warshaw has led this with the creation of a diversity and engagement committee. Warshaw also wants to create a better sense of community and make all students feel welcome within the UJC through casual meetings and participating in implicit bias training. The UJC is generally representative of the UVA student body, but the executive board is not. The group has been working to improve outreach to diverse students by attending activities, fairs, and student committee meetings with hopes that this will attract a more diverse applicant pool.
   C. DC members were interested to see the statistics on what type of students are facing trial with the UJC and what the outcomes of similar cases among different races are. The council invited Warshaw to return to a DC meeting once this information is available.

III. Mark Dunn, Talent Management Director and Lisa Ann Harris, Senior Learning and Development Consultant
   A. Mark Dunn discussed the three pillars of HR: 1) talent, 2) impact, 3) service. Talent management includes:
      1. Talent development (leadership development and coaching, team dynamics)
      2. Performance management (appraisal system, goals, reward recognition)
      3. Talent planning (succession, cornerstone program, grounds for success).
   The talent management office focuses on development, diversity, and community inside and external of UVA. The goal is to bring both the health system and academic sector together and eliminate the separation that now exists.
B. Lisa Ann Harris reviewed the Talent Management website. This website has training courses that individuals can sign up for; trainees can also see who is teaching the course along with their credentials and background. The same classes are offered on both the health system and academic sides. Individual training will be tracked on the new HR website. There is a “request for services” link on the website to request a class for a group. Lynda.com is also a valuable resource with training on a large number of topics. It is available free for students, staff, and faculty offered through the UVA library. The ultimate goal for Talent Management is to be a hub of information for educational training.

C. Talent Management is actively seeking other departments on Grounds to partner with (like the Race & Equity Institute and Theater Department). The team wants to be proactive and have been surveying faculty and staff to determine which classes are most valuable. Some diversity classes are not well attended because people are uncomfortable with the issues. To address this concern the team is trying to weave diversity into most classes offered.

D. Adding career services into the function is another goal for the website. Strategies such as recommending individuals for leadership roles are of particular interest. Overall, the team wants to help people navigate their careers in an easy and seamless way.

E. The new HR website will be going live soon. Important links for training: [https://ufirst.virginia.edu/] and [https://leadershipexcellence.virginia.edu/].

IV. Task Force Updates
   A. Organization and Governance – Diversity Council Charter
      1. The voting on the charter received 15 responses; 14 members voted yes, and one member abstained from voting. Dr. Martin expressed that instead of waiting for a new VPCODE, the charter should be put into place since there is no timetable in which he/she will arrive. There were a number of edits and updates discussed that will be made to the charter.
      2. Previously, the charter indicated that membership included a 2-year appointment. DC members expressed that the membership should include a minimum of three years. Staff members whose job description includes being a member of the Diversity Council will be members as long as they are in the position. A vote was taken and the majority in attendance agreed with these changes.

   B. Response Team
      1. The Response Team will focus on systemic issues that will affect a large number of faculty/staff. Team members will be the initial information sources. The team would reach out to affected units and provide information, refer services, and meet with affected individuals if necessary. The goals of the Response Team are:
a. To guide people to information that can help them deal with the after effects of a bias incident
   b. To be a resource to senior management
2. The Response Team’s goal is to create a website that would host information and training. Lisa Ann Harris offered to provide training/partnership with the Response Team. The Response Team website can link to the Talent Development website.
3. The Response Team will meet quarterly with additional ad-hoc meetings when needed. The group will be comprised of 13 individuals, including 4 staff, 4 faculty, 1 ODE staff member, and 2 undergraduate and 2 graduate students.
   a. Faculty and staff members will have 2-year terms, with the initial group in a 3-year term. The recruiting process will begin spring 2019 with new members joining September 2019.
   b. The team will have an open call for student membership but will target specific student groups. Student members will have a one-year term.
   c. A chair for the Response Team has not been selected. The team will meet again before the next DC meeting.

C. Race on Grounds
1. The Race on Grounds task force is still exploring the purpose and function of the group, but knows it wants to focus on all different races. The group is also benchmarking other schools’ committees on race, including William and Mary and the University of Florida. The task force is insistent that the group has to have information, influence, and power in decision making. President Sullivan had an Inclusiveness Committee, and the Race on Grounds task force would ideally like to take the place of that group.
2. Possible Strategies:
   a. Look at the Diversity Recommendation Index and find gaps.
   b. Look at data from student experience surveys.
   c. Look at data from the climate survey when it is ready.
3. Some DC members are concerned about whether there is a formal strategy for diversity and race at UVA. President Ryan is forming a University Community Committee, which could be another group to consider reaching out to. The Race on Grounds task force plans to continue discussing the purpose of the group and create a solid foundation to be able to offer to the president and the new VPCODE when the timing is right.
4. Next steps: Meet with Dr. Martin, look at Diversity Recommendation Index, and look at SERU data and look for measurable outcomes. Please email Tabitha tg2k@virginia.edu or Vicki vlg3q@virginia.edu for thoughts or ideas.

V. Announcements
A. The next Diversity Council meeting is on Thursday, November 15.
B. Tim Heaphy, the new general counsel will attend the next meeting.
C. Dr. Martin will invite the executive search board members for the VPCODE position to the next meeting.
D. The library is offering a race training open to faculty and staff at UVA. Phylissa Mitchell will send information.
E. The 13th amendment, Emancipation Proclamation, and the letter by Frederick Douglass will be in the Special Collections Library throughout Inauguration Weekend.
F. National Coming Out Day was October 11 and the Multicultural Center handed out buttons.
Guests: Kristina Dobrovic, Tim Heaphy, Chelsea Li, Aditya Narayan, Scott Rheinheimer, Tabitha Smith, Ory Streeter, and Derrick Wang

I. Introductions
   a. This is the last regular DC Meeting of 2018.

II. Tim Heaphy, University Council
   a. Response to August 11-12, 2017
      i. The President recently announced that UVA’s Strategic Investment Fund will be offering scholarships for research surrounding the events of August 11&12.
      ii. New Time, Place and Manner policy – Students or those unaffiliated with the university can apply for free speech grants. The policy will be reassessed and adjusted over time. Visit freespeech.virginia.edu for questions about policies and regulations at the University.
   b. Heaphy informed the council of two cases concerning higher education and law:
      i. There is an ongoing trial in which the group Students for Fair Admissions claims that Harvard has been discriminating against Asian American students in its recruitment process. As a result of this trial, the use of race in the application process is again coming under scrutiny. This case has a strong possibility of being taken to the Supreme Court and it could have drastic effects on affirmative action. Universities may no longer be allowed to consider race during the application process. Michigan and California have already made laws banning use of race in applications.
      ii. There is a current athletics case which, depending upon the results, could change the rules involving amateurism. Universities are currently precluded from paying or creating trust funds for student athletes. The results of this case could cause schools to change their approach with student athletes, possibly paying them salaries. Universities would then be forced to choose if they will stay amateur or create a more professionalized network. This could have an impact on the type of recruits that would come to the university and the opportunities to pursue national championships.
c. Discussion with Tim Heaphy about partnering with the response team to pass on information to University Counsel.

III. Ory Streeter, Honor Committee Chair, and Derrick Wang, Honor Committee Vice Chair for Community Relations

a. The Honor Committee is a committee composed of student-elected representatives that cover issues of lying, cheating and stealing at the university. The majority of reports are academic in nature.

b. Initiatives
   i. A Bicentennial report will be released on January 25. There will be 6 years of full case data, 33 years of guilty verdict data, and 100 years of aggregate data.
   ii. The Community Relations and Diversity Advocacy Committee is a subcommittee that is comprised of student leaders from diversity organizations on Grounds who look at policies, provide input, and create diversity initiatives. The most recent is a grant for student organizations to work together for inter-organization programming on diversity.
   iii. The committee has released a Spanish version of the constitution and is working on translating materials into other languages.
   iv. All officers will receive implicit bias training at the beginning of the spring semester.

c. Case Data
   i. The Honor Committee receives an average of 40-50 reports a year. 10% of those reports go to a hearing, and 10% of those are found guilty.
   ii. The College of Arts and Sciences makes up about 50% of reports. The engineering school has a large number of reports, but it is growing at a rate faster than the university. SEAS is now the 2nd largest school at UVA.
   iii. Males, athletes, and international students are overrepresented in the number of cases seen by the Honor Committee. There is particular concern about the international students because they may not be used to academic standards in the US.

d. Support Officers
   i. Support Officers investigate cases, advise accused students, educate the community about Honor, and serve as advocates at trial. The committee targets first and second years to be support officers.
   ii. A test in the application process that only accepted the top 10% of individuals was removed and replaced with a written portion, which helps to create more diversity. Support Officer application data was provided, showing that cuts have been kept equal among different races and genders.

e. Other
   i. There is a trend in which just a few professors are submitting the majority of reports. The number of reports in computer science has been on the rise,
bringing up issues of how to decipher an act of cheating in computer coding.

ii. There is a current project in which professionals will review cases of health impairments (depression, mental instabilities, etc.) and determine if the case is guilty.

iii. International students may need to be briefed by professors and TAs about academic standards in the US.

IV. Multicultural Student Services Update – Vicki Gist and Scott Rheinheimer

   a. The Multicultural Student Services Staff works across all areas of multicultural initiatives. Scott works with the LGBTQ community, Jannatul works with Asian, Pacific Islander, and Middle Eastern students, and Sadira works with Latinx and Native/Indigenous students. The staff has also started working with DACAmented students and Muslim students.

   b. What they do:
      i. Welcome and Engagement
      ii. Immerse!
      iii. Academic Success
      iv. Peer Mentor Programs
      v. Leadership Development
      vi. Individual Advising
      vii. Support of Student Organizations
      viii. Advocacy
      ix. Provide diversity and social justice education initiatives, cultural programming, and space to build community.

   c. LGBTQ center events – Safe Space Training (will expand on pronouns and transgender issues), Speakers Bureau, World Aids Day, Trans Day of Remembrance, Trans Day of Visibility, Lavender Graduation

   d. Multicultural Student Center events – Multicultural Consciousness Series, Things I Wish I Knew, Diversi-TEA Conversations, Free Food Friday, Pathways: Multicultural Leadership Series.

   e. Current student issues concerning the MSC:
      i. Hispanic/Latinx Students – Our University to Shape
      iii. Student hip hop organization/IMP party
      iv. National rhetoric about transgender rights and the removal of LGBTQ flags on the lawn

V. Vice President for Diversity, Equity, and Inclusion Update

   a. Martin Davidson is the search committee chair. A UVA Today article that recently came out lists all the committee members. Members of the committee
will be talking with the Diversity Council in December for feedback on the position. The committee is aiming to hire a new VPDEI in March.

VI. VA-NC Alliance/Bridge to Doctorate Update
   a. The Bridge to Doctorate grant will fund 12 graduate students a $32,000 stipend and tuition. The grant will fund two years to help students with their master’s, and the school will help cover funding for PhDs.
   b. Students will apply to graduate school at UVA. The students have to be level 1 LSAMP students, meaning they have been in the program before. Applicants can check a box on the application to apply, and individual departments would nominate students to be in the program. The advisory board (including Keisha John, the VPDEI, and some other staff members from ODE) will select the final students for the program. Dr. John is working on recruitment efforts.
   c. UVA has received 127 applications from minorities to STEM graduate programs. 13 of those applications have also applied for the Bridge to Doctorate program. All students are eligible to apply, but the focus is on underrepresented students.

VII. Diversity Council Strategic Planning
   a. The final charter was given to DC members after some minor edits.
   b. Education and Training
      i. A copy of reading resources was given to DC members. A description of competencies was also given out. The competencies are a self-assessment that members can use to develop their own capacity and share their knowledge with co-workers. A message will go out to members to provide feedback by the end of the semester.
   c. Response Team
      i. Gloria Graham requested for the Diversity Council to provide feedback on timely warning language. There was a warning about a robbery by black men that turned out to be a false report. The individual is being prosecuted and charges have been filed. The Response Team will set up a meeting with Graham to provide feedback.
      ii. The diversity resources document is being updated with links. The document will be sent out and DC members are asked to provide feedback.